



THE COUNTY OF KAUAI
IS SEEKING A CHIEF OF POLICE





THE COMMUNITY

Kaua'i is one of eight major islands comprising the State of Hawai'i, about 20 minutes by air from Honolulu. Situated in the middle of the Pacific Ocean and formed some six million years ago, the island encompasses roughly 550 square miles and is the oldest and northernmost of the main Hawaiian Islands.

Each region on Kaua'i boasts distinct characteristics and history. Situated on the West Side is the ancient Waimea Canyon, along with several charming towns and plantations, as well as the United States Pacific Missile Range Facility at Barking Sands. On the North Shore is the Na Pali Coast, the world-famous cliffs of which rise 4,000 feet above the ocean. A number of hotels and specialty shops and restaurants are located in the North as well. The East Side similarly has many visitor accommodations and

attractions, in addition to several large communities of local residents and a number of sacred Hawaiian sites. The South Shore attracts many golfers and swimmers to its large luxury resorts, scenic sites, and quaint towns. In Lihu'e is the center for all County and State operations on Kaua'i. It houses the Office of the Mayor and all County Departments, the Office of the Prosecuting Attorney, the Kaua'i Police Department, and State offices. Lihu'e is a large community spread throughout several adjoining towns, and is also a popular tourist area due to nearby visitor attractions and a cruise ship port.

COUNTY GOVERNMENT

Kaua'i County operates under a Mayor-Council form of government. The seven-member County Council is elected at-large, in addition to the Mayor and Prosecuting Attorney. The current

Mayor, Bryan J. Baptiste, has been in his position for 5 years and has a professional relationship with the Council, Police Commission, the community, and staff.

County operations are supported by approximately 1,099 full-time employees and an annual operating budget of \$131.2 million.

THE POLICE DEPARTMENT

The Kaua'i Police Department has 213 authorized sworn and civilian personnel and an operating budget of \$14.9 million. The Chief of Police is appointed by the seven-member Police Commission, and serves as the chief administrative officer of the department pursuant to the terms set forth by the Kaua'i County Charter and the Rules of the Police Commission. The Chief must interact with the Commission regarding complaints filed against police officers and the drafting

of the department's annual budget, and must also provide monthly updates regarding division status reports.

The command staff consists of one Deputy Police Chief, three Inspectors/Assistant Chiefs and eleven Lieutenants. There are also presently seventeen Sergeants and thirteen Detective-Sergeants. The Department operates through several bureaus: the Investigative Services Bureau, which is comprised of the Adult Section, Youth Services Section, and Vice/Narcotics Unit; the Patrol Services Bureau, which includes the Traffic Safety Unit in addition to the general patrol spread throughout the three patrol districts on the island; the Administrative and Technical Bureau; and the Chief's Office, which also includes the Criminal Intelligence Unit. The Chief also oversees civilian personnel in charge of clerical and emergency dispatch services.





Departmental Priorities

Along with managing the day-to-day activities of the Department, the following strategic opportunities have been identified as priorities for the new Chief:

- Foster teamwork, build and implement a plan to increase morale within the Department
- Implement strategic recruitment and retention programs in order to increase police coverage on Kaua'i
- Implement and support professional development and training programs within the Department
- Develop and coordinate with local, state and federal authorities to reduce drug-related crime
- Develop and implement succession planning
- Develop strong partnerships with residential and business communities

- Assess utilization and allocation of resources and make recommendations for improvement if warranted
- Proactively communicate Department's activities and successes in an accurate and credible manner

THE IDEAL CANDIDATE

Experience and Education

The County of Kaua'i is seeking a highly experienced, professional and innovative law enforcement administrator. The ideal candidate will be a proven law enforcement manager who has progressed steadily through the ranks and developed a comprehensive understanding of the internal operations of a law enforcement agency. The ideal candidate will also be aware of the needs of the local and regional communities.

Minimum Requirements

- Shall be a citizen of the United States and a resident of the State of Hawaii for at least one year immediately preceding appointment [HRS § 78-1 (b)]
- Shall have had a minimum of five years of training and experience in law enforcement work, including at least three years in a responsible administrative capacity. [KCC Art. XI, Sect. 11.04]
- A combination of education and work experience substantially equivalent to completion of four-year degree with course work pertinent to this job.
- Possession of a valid State of Hawaii driver's license, class 3 or any other valid comparable driver's license. (Submit copy of license)
- Must be able to qualify to carry and possess firearms and

ammunition in accordance with state and federal laws, e.g., no misdemeanor or felony domestic violence conviction

Leadership Qualities

Successful candidates will possess the ability to foster constructive labor/management relations, and have consistently demonstrated a proactive approach to creating mutually beneficial partnerships in communities and law enforcement.

The candidate selected will not only be a skilled law enforcement expert, but a strong administrator who will bring innovative and contemporary ideas to leading a county police department serving a diverse constituency.

In addition to the qualifications and attributes previously identified, candidates who demonstrate the following professional characteristics will be considered favorably:





- Visionary leader open to new ideas and approaches
- Successful mentor and coach
- Outstanding communicator with exceptional interpersonal skills
- Effective decision maker
- Proven consensus builder
- Confident and resourceful problem solver
- Well-respected professional who exhibits integrity
- Highly motivated individual with a passion for public service
- Shall have earned at least a bachelor's degree from an accredited four-year college or university
- Sensitive to and respectful of an ethnically diverse community with different cultures

COMPENSATION AND BENEFITS

Salary - Minimum annual salary starting at \$75,000 plus a \$1,020 Per Annum Standard of Conduct Pay. (Salary is presently under review).

- Vacation and Sick Leave - Unused sick leave may be converted into additional service retirement credits
- Holidays - 13 days per year plus general and special election days
- Retirement - State of Hawaii Employees' Retirement System
- Medical Plan - The County pays part of the premium and the employee pays the balance. There is a choice of health plans, and dependent children under the age of 19 are eligible
- Adult Vision, Drug and Dental Plans - The County pays part of the premium and the employee pays the balance

- Children's Dental Plan - The County pays the entire premium for dependent children under the age of 19
- Premium Conversion Plan - Eligible employees may increase their take-home pay by having the County deduct the cost of health care premiums before payroll taxes are withheld
- Group Life Insurance - The County provides a free life insurance policy for employees
- Workers' Compensation/Accidental Injury Leave/Temporary Disability Insurance
- Other Benefits - Employees are eligible to join the County Credit Union, State of Hawaii Deferred Compensation Plan and Flexible Spending Program

APPLICATION AND RECRUITMENT SCHEDULE

The final filing date for this recruitment is Monday, June 25, 2007. To be considered for this unique career opportunity, please submit your resume along with a cover letter to:



Kaua'i Police
Commission
c/o CPS HUMAN
RESOURCE SERVICES
attn: Kim Valenzano
241 Lathrop Way
Sacramento, CA 95815
916-471-3330 Tel
916-561-7275 Fax
E-mail: kim@cps.ca.gov
www.cps.ca.gov/es/267

Resumes will be screened in relation to the criteria outlined in this brochure. Candidates deemed to possess the most relevant experience will be given preliminary telephone interviews by the consultants in late June. The Hiring Committee will then select finalists to participate in an assessment center to be held in early August. Background checks and follow-up interviews will be conducted for the finalists. An appointment is expected to be made by the Commission shortly after the assessment center.